



LADDER PROGRAM

Hiram G. Andrews (HGA)
and
Tobyhanna Army Depot

Pilot Educational Program



TOBYHANNA
ARMY DEPOT EXCELLENCE
IN ELECTRONICS

Introduction

- Hiram G. Andrews (HGA)
- Tobyhanna Army Depot



Program Development

- Objective - Provide Training/Opportunity for Individual Development
- Search for appropriate training for Deaf employees
- Training Resources
 - Depot Training Component
 - Office of Vocational Rehabilitation
 - Hiram G.Andrews



Program Development (cont'd)

- Contact with Hiram G. Andrews
- Develop Training Criteria
- Employee Preparation
- Timeline



Explanation of HGA Deaf/ Hard of Hearing Services Unit

- Established approximately 20 years ago – OVR Advisory Committee on Deafness
- Supervisor, Evaluator, Counselor, 5 Certified Interpreters, Life Skills tutor
- Services provided to approximately 20 – 25 Deaf and hard of hearing students enrolled in any of several programs at HGA
- Often called upon to provide community services



Explanation of HGA Deaf/ Hard of Hearing Services Unit (cont'd)

- D/HH Services a major player in the newly formed National Telerehabilitation Services System – NTSS.
- NTSS – HGA and CERMUSA are partners in exploring technology to assist persons with disabilities
- Homepage: <http://www.ntsscenter.org/Default.htm>



The screenshot shows the homepage of the National Telerehabilitation Service System (NTSS). The header features the NTSS logo with the text "National Telerehabilitation Service System" and a small graphic of a person using a wheelchair. Below the logo, it states "Powered by: CERMUSA at Saint Francis University and the Hiram G. Andrews Center". To the right of the logo, there is a list of links: "Home", "SOCRC Evaluation for NTSS", "Summary Results for SOCRC Evaluation", "Activities and News", "CERMUSA/NTSS", "Mission Statement", "The Partnership About NTSS", "The NTSS Team", and "Links/Contact Us/ Guest Book/ Site Map/ Feedback Site".

The main content area is divided into three columns. The left column contains a collage of images showing people in various settings, including a classroom and a group of people. The middle column features the logos for CERMUSA, HGA, and Saint Francis University. The right column contains the text "Our Mission:" followed by a description of the system's purpose: "The National Telerehabilitation Service System is an alliance of researchers, service providers, and technologists who improve accessibility to quality comprehensive rehabilitation services for people with disabilities through the application of sustainable technologies and applied research."



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Showcase for Commerce

- Showcase Concept
- Proof of concept demonstrated with Tobyhanna and HGA



Assessment Used - rationale

- **Baseline Information**
- **Assessment Instruments**
 - Bennett Mechanical Comprehension Test
 - Basic Skills in Arithmetic Test
 - Career Ability Placement Survey (CAPS)
 - The Cognitive and Conceptual Abilities Assessment Unit (C-Cat)
 - Raven Progressive Matrices
- **Lessons Learned**
- **Opportunity for employees/students to get familiar with the interpreters**





Assessment Used – rationale (cont'd)

- Student Background
- Interpreting Process
- Welcoming the employees
- Student Schedule



LADDER Program Elements

Before: *"I was a little reluctant to enter the HGA program at first, because it's been many years since I've been in a school environment. Even after passing the entry test, I was unsure, but my supervisor and two sons ultimately convinced me to give it a try."* (Student)

- Curriculum
- Service delivery system - approach to teaching
- Communication
- Motivating the older learner (and I use this relatively!)

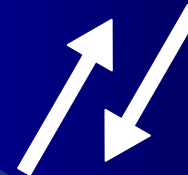
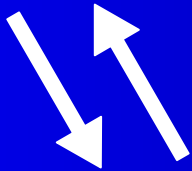
After: *"Things I thought I could never do, I now realize I can do"*



Instructor



Interpreter



STUDENT GROUP

**Note
Taker**



**Computer
Literacy
Facilitator**



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Outcome

- Evaluation
 - Formal Training
 - OJT



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Outcome (cont'd)

- Mentor comment: *"When given direction she completes all assigned tasks. She has shown the initiative and desire to gain as much knowledge as possible."*
- Employee comment: *"I never thought a career in electronics was for me, but I've learned so much. It's a remarkable experience."*

